

Unite @ TGI FRIDAYS

Why is a
40%
share of tips
a bad deal for
TGI Fridays Back
of House staff?



This is not about Front of House vs
Back of House and who gets a
share of the tips.
This a bad deal for everyone.

**IT'S ONLY BY STANDING
TOGETHER THAT WE CAN
WIN A FAIR DEAL FOR ALL**



For the past few years your rate of pay has not kept pace with the increases in the national living wage awarded to front of house staff.

2016 - 7.5%
2017 - 4.2%
2018 - 4.4%



Total over three years is just over 16%. You have not received pay awards anywhere close to this. Therefore you are not being rewarded by the company in a manner that keeps pace with the real cost.

Your bills go up – but your wage remains more or less static.

Sooner or later the national living wage will overtake your rate of pay. Front of House and Back of House will all be on the same hourly rate regardless of skill and experience. Next year the company will attempt to move to a 50/50 ratio. This is wrong. It is robbing Peter to pay Paul and an attempt by the company to avoid their responsibilities to pay you a living wage.

Being too heavily reliant on tips as part of your income is a precarious situation. They are not guaranteed and non contractual. It impacts on your ability to get a mortgage or a bank loan.

Tips are excluded from National Insurance. This means that 13.8 percent

that would have been paid by TGI based on contract earnings is not paid on tips. This can have a long term impact on state pensions and other benefits.

In the long term the value of your contracted pay will decline and this will impact negatively on your company pension, holiday, pay, notice pay, redundancy etc.

The company have already taken away overtime rights and cut back on many other things.

Unless we unite to make sure we are all treated right it won't end here and we will stand to lose more and more.

Back of House need a fair pay deal.

Front of House do not deserve a 40% cut in income.

Stand up for justice!

Join Unite – we're on your side

www.unitetheunion.org/join

For more information, contact Unite regional officer Dave Turnbull at
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